

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
JEFFERSON COUNTY BOARD OF EDUCATION
AND
JEFFERSON COUNTY ASSOCIATION OF EDUCATIONAL SUPPORT
PERSONNEL/AFSCME COUNCIL 962

The Parties to this agreement are the Jefferson County Association of Educational Support Personnel/AFSCME Council 962 (JCAESP) and the Jefferson County Board of Education (JCBE). This Agreement replaces the Memorandum of Agreement approved by JCBE on September 27, 2016.

The Parties mutually and in good faith hereby agree to the following:

Article 4, Union Rights: Section 10 Union Leave currently states as follows:

The Union shall be entitled to designate individual/s employees to be granted unpaid leave in an aggregate amount not exceeding 150 days per year to be taken in full days for the conduct of necessary Union business, such designation to be made in writing to the Superintendent/designee normally at least 5 days in advance of the leave usage. The Union will reimburse the Employer for the cost of any substitute employee for these leave days, should one be provided. The parties agree that Union leave will not be granted during the first five (5) days just before the school term, the first five (5) days of the school term or the last ten (10) days of the school term, or in the case of school-based employees, during standardized testing such as state/federal tests.

For the 2016-2017 school year, the number of days the Union shall be entitled to designate individual/s employees to be granted unpaid leave is reduced from an aggregate amount not exceeding 150 days per year to an aggregate amount not exceeding 50 days per year.

In addition, the following language is added to Article 4, Union Rights: Section 10 Union Leave:

The Local Union President shall be entitled to 187 days per year to be taken in full days for the conduct of necessary Union business. The Union will reimburse the Employer for the cost of a full-time replacement for the Union President. The hourly amount to be reimbursed by the local union will not exceed \$16.00 per hour and may be less depending on the rate of said employee replacement.

Jefferson County Board of Education

David A. Jones, Jr., Chairperson

Date

Donna M. Hargens, Ed.D., Superintendent

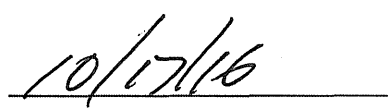
Date

Tom Hudson, Chief Business Officer

Date

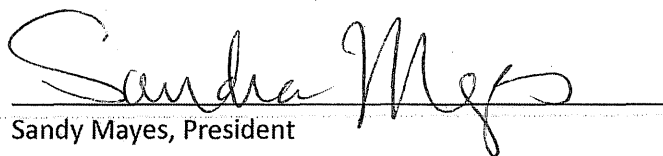


O'Dell Henderson, Director
Labor Management and Employee Relations

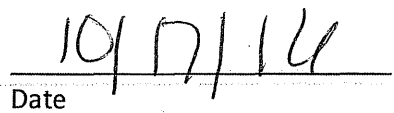


Date

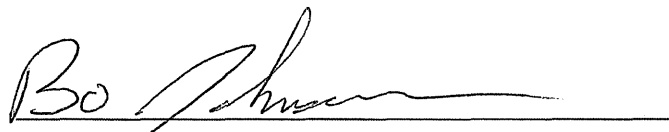
Jefferson County Association of Educational Support Personnel/
American Federation of State County and Municipal Employees on Behalf of Local 4011



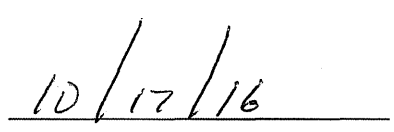
Sandy Mayes, President



Date



Bo Johnson, Business Representative



Date